

At Spring Health, our mission is to eliminate every barrier to mental health.

Ready to do the most impactful work of your life? Learn more about what motivates us and the ways we work to see if this is the right place for you.



Our values

✓ Members always come first

We serve multiple stakeholders, including providers, customers, and members. Most of the time, stakeholder priorities will be in alignment. Occasionally, we encounter difficult situations where there may need to be a tradeoff. In these situations, we prioritize members—they are the reason we exist and their wellbeing is our highest priority.

✓ Move fast to change lives

We move quickly and intentionally to minimize suffering and do right by members. We make decisions courageously and swiftly, especially when those decisions are easily reversible. Knowing that work often fills the time allotted, we hold ourselves accountable to ambitious yet realistic timelines. We use the 80/20 rule and don't let perfect be the enemy of the good.

✓ Science will win

Spring Health embraces science at every stage of our mission, from our beginnings with proprietary research published in a world-renowned, peer-reviewed journal to our recently published clinical and financial ROI studies. And yet science, for us, extends beyond clinical papers—it means relying on data, evidence, and validation as much as possible, versus making assumptions. Science, for us, means truly understanding the status quo so that we can meaningfully disrupt it.

✓ Candor with care

We believe in the power of candor to promote clarity and reduce friction, confusion, and stress. We do not refrain from speaking truth—including speaking truth to power—and we aim to do so with care and positive intent. We speak up when we don't understand or agree with each other, and deliver feedback with empathy, kindness, and genuine concern for others. Even when honesty may feel uncomfortable, we are direct and transparent—but always with care.

✓ Embrace diverse teams and perspectives

Diversity makes us stronger. Whether its differences in background, perspective, ethnicity, race, gender, sexuality, age, or religion, we go beyond just having diverse talent—we work intentionally to support and amplify diverse voices around a table.

✓ Take ownership

At Spring Health, we know that in order to fulfill our mission of eliminating every barrier to mental health, we must start by eliminating any barriers we encounter in our day-to-day work. When things don't go as planned, or when unexpected challenges come our way, we don't stop — we keep going. We are relentlessly resourceful, proactive, and creative, and we go beyond the call of duty. We are true owners.

Hypergrowth meets impact

What to expect working here

- You will be held accountable to an exceptionally high bar and impact.
- This may be the fastest work environment you will ever experience, in terms of growth, decision-making, and time to impact.
- Change is a constant here: your role, team, responsibilities, and success metrics will likely shift as the company grows.
- You will be challenged to set and protect your own boundaries.
- You will create processes and products that have never existed before.
- You will have very direct conversations and receive continuous feedback.

And...

- You will be surrounded by some of the brightest minds in the field.
- You will learn and grow at an extremely accelerated pace.
- You can expect transparency, integrity, and humility from leadership.
- You will be empowered to constantly challenge the status quo.
- You will have space to experiment and innovate.
- You will make a transformational impact for the company, mental health, and for real human lives — and you will see that impact quickly.
- You will be part of a winning team that opens doors in the future.
- You will be incredibly rewarded by our growth.
- You will become more resourceful and resilient.

Most importantly, you're committed to our mission of eliminating every barrier to mental health. It's not for everyone, but if it is for you, come join us.

*Together, we will eliminate every barrier to mental health.
Together, we will change millions of lives.
Together, we will change the world.*